

# Staff Congress: At-A-Glance

April 1, 2019

## Chair Report: Clarissa Purnell

Chair Purnell reported:

- Fractionalized staff who taught in the Fall 2018 semester will receive a stipend in the mid-April pay period.
- Effective July 1, full-time staff who make under \$9.00 per hour will have their hourly rate raised to \$9.00. President Morgan estimated this would be a change for 15-20 full time employees.
- President Morgan will send an email update on the latest pension bill in the coming weeks.
- Two UARs have been updated to clarify language. UAR 304.04, the policy regarding the sick leave policy, has been updated to clarify that employees who joined the sick leave bank and have a zero balance of sick days can apply for days from the sick leave bank. UAR 319.04 was updated to clarify that employees who have earned a new degree have one year to send transcripts after starting their new salary/wages increase.

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## Vice-Chair Report: Lora Pace

Vice-Chair Pace reported three Staff Salute submissions were made since the March 2019 meeting. Staff Salute certificates were presented to Paul Rhodes, Ticket and Facilities Manager, to Dana Baldrige, Associate Director of Budgets and Financial Planning, and to Jason Blanton, Coordinator of MSU at Prestonsburg.

### *Staff Salutes:*

**Paul Rhodes**—*“Paul Rhodes is very deserving of this staff salute as Facilities/Ticket Manager in Athletics. Most don't see the behind the scenes of his day and have no idea the work load he carries. Managing all ticket sales, practice and game time schedules, and making sure all facilities are up to par is just a short list of his duties. The hours Paul works on some busy weekends would equal a 37.5 hour week alone. He shows up and does his job successfully and without complaint.” – submitted 3/15/2019*



*Paul Rhodes, Facilities and Ticket Manager*

## ***Staff Salutes Continued:***

***Dana Baldrige***—“Dana is an exceptionally helpful and knowledgeable person. She is also intent on following transparency, fairness, and an ethical workplace.

— submitted 3/25/2019



***Dana Baldrige, Associate Director of Budgets***



***Jason Blanton, Coordinator of MSU at Prestonsburg***

***Jason Blanton*** – “Jason has become a wonderful student advocate for our regional campus students. His outreach and extra efforts have made a difference with students at our Prestonsburg campus. He has consistently championed for students to have every opportunity for success for programs offered in Prestonsburg. Jason is deserving of this recognition. — submitted 3/25/2019

### ***Benefits & Compensation:***

**\*Committee Chair Savard-Hogge** reported she attended the March 13 meeting of the University Standing Committee for Benefits and Compensation.

- A presentation was given by a financial management company who provide services to individuals using supplemental retirement plans.
- The group was advised about the aforementioned UAR changes.
- A concern regarding the random cotinine testing was discussed. Chair Savard-Hogge was concerned that employees who are using smoking cessation products like patches or gum as a part of the approved cessation program may fail if they are chosen for random testing. The Staff Congress Benefits and Compensation Committee encourages any staff in this situation to let HR know immediately that they are participating in the university-approved program.
- The standing committee continues work on a review of benefits and looking at other regional public universities in Kentucky to compare insurance costs.

The Staff Congress Benefits and Compensation Committee will meet on April 3 to begin work on campus processes and procedures that have been submitted by staff for review.

### ***Credentials & Elections:***

**\*Committee Chair Lynam** reported the election for Staff Congress representatives will be held online on April 17 and 18. Nominations for candidates in all five campus areas will be accepted until Friday, April 5.

Any staff who have trouble accessing the link to vote in the April 17 and 18 election, should email [oir@moreheadstate.edu](mailto:oir@moreheadstate.edu) to get a new link to vote. Staff should not forward their link to another employee, as it will not work for multiple people.

### **Vacant Positions**

The following Staff Congress positions (with specified terms) will be filled through the 2019 election process. All position responsibilities will begin on July 1, 2019. Representative term lengths will be determined by the number of votes received. Please note the revised Geographic Breakdown for the 2019 Election based on unit relocations across campus during 2018-19.

| CATEGORY | REPRESENTATIVES TO BE ELECTED  |
|----------|--|
| Area 1   | 2 representatives – 3-year terms   |
| Area 2   | 2 representatives – 3-year term<br>1 representative – 2-year term<br>2 representatives – 1-year term |
| Area 3   | 2 representatives – 3-year terms<br>1 representative – 1-year term                                   |
| Area 4   | 2 representatives – 3-year terms<br>1 representative – 1-year term                                   |
| Area 5   | 2 representatives – 3-year terms<br>1 representative – 1- year term                                  |

**Area Geographic Breakdown for 2019-2020:**

**Area 1:** CHER Building, Enrollment Services, Howell-McDowell Adm. Bldg., Kentucky Traditional Music Center, Kentucky Folk Art Center, Procurement Services, University Farm/Vet Tech

**Area 2:** ADUC, Allie Young Hall, Button Hall, Camden-Carroll Library, Combs Building, Fields Hall, Lappin Hall, Lloyd Cassity, Reed Hall

**Area 3:** Alumni Tower, Claypool-Young Art Building, Ginger Hall, Rader Hall, Recreation & Wellness Center, Space Science Center

**Area 4:** Baird Music Hall, Breckinridge Hall, Grote-Thompson Hall, Laughlin/Wetherby, Rice Maintenance Building

**Area 5:** AAC, Eagle Center/Wellness Center, Eagle Trace, Educational Services Building, Ashland SBDC, Montgomery Co. Adult Ed Center, MSU @ Ashland, MSU @ MTST, MSU @ Prestonsburg, Power Plant, All other off-campus locations.

***Sustainability Report:*** No report.

***Staff Issues:***

***\*Representative Hunsucker*** reported the following staff concerns were submitted since the March 2019 meeting:

**\*\*CONCERN (submitted 2/12/2019)\*\***

What is being done at MSU to balance the workload for staff that our teaching FYS and staff that are not In In the recent campus update sessions, the President states that “we” were looking at the size of staffing in offices at other institutions to see where MSU could reduce staffing. Who is looking at staffing size with him and comparing staffing to individual office staffing numbers to others? How are they choosing who to look at? Are they asking questions about differences in the way they have to do their work? How thoughtful is our process?

**RESPONSE (from President Morgan):**

We have been taking a university-wide, comprehensive look at all units, both academic and nonacademic. The process has been through the use of data and reports from a variety of areas; from our I.R. office in how we compare to others institutionally, some of the data has come from independent reports such as IPEDS, other independent reporting agencies, some have come from CPE, some have been generated by Vice Presidents and from unit managers, a variety have come from the use of looking at other universities budgets and staff rosters, and several we have made phone calls to other universities in search of information. Vice presidents and unit managers have the latitude to backfill and move their staff and work levels around as needed. The goal is to try to achieve a decrease in staffing in both academic and non-academic areas to account for our financial strains and pains, all the while trying to position units, as best we can, with the number of faculty and staff that we can. We are trying to use various forms of data and reports so that it is not arbitrary, but yet backed up with information.

**\*\*CONCERN (submitted by 2/12/2018)\*\***

I am very upset over a comment I heard my coworkers discussing when they returned from the presidents chat session. Did the president really say that he was looking to do something for staff who taught classes because of the extra work they did? If that is being considered, I am very upset. The reason I didn't go to one of the chats today is because I had to cover my office area because I have taken on a lot of extra work because no one is here to do it. Will something be done for me and other staff people across campus who are working hard with no raises? This is not fair to staff who didn't teach but are giving a lot of extra effort to keep this place running. I would never ask for anything extra because I don't want to be laid off but this is not okay. Other people work hard on campus too.



**RESPONSE (from President Morgan):**

Our University strategic plans calls for several goals in looking at how we allocate resources going forward.

- Allocate support and resources to promote MSU's reputation (internally and among peer institutions) in academic excellence and student success.
- Direct resources to campus units whose continuous improvement impact our rankings.
- Reallocate resources to support the "direct cost of educating students" category of the performance funding model by increasing the amount spent on actual instruction and seeking efficiencies in support areas not primarily designed to enroll students or track their academic progress.
- Explore models for fractionalized workloads for staff to utilize expertise and to optimize funding based on direct instructional costs in the performance funding model.
- Create a first year experience that includes meaningful academic experiences, cohort-building, leadership and civic opportunities, diversity training, career planning and financial literacy.

We have been looking at possible ways to compensate the staff that were asked to teach a course this fall/spring (most taught FYS). We had upwards of 70 staff members instruct about 80+/- courses. If it had not been for these staff members stepping up and teaching a course, we would have had an extremely hard time operating this fall and covering the influx of freshman that we had. We made the conscious effort to utilize staff to teach this fall instead of going through more layoffs in order to hire more faculty to cover the sections. We realize everyone on campus is adjusting and covering things that we may not have covered in the past, but we are trying to find creative solutions to some of our challenges, and one of those solutions was to ask staff to help teach. It would have been catastrophic to cancel that many course sections. We now, after seeing that we are having a reasonably stable year, want to try to compensate them in some way because their work load for the extra course was far and beyond what many did in covering other areas (to teach a course entails an extra 35-40 hours of work). Although not a direct reason for asking staff to teach (it was a necessity this year), we are also making more credit/money in the new Performance Funding Model. For staff across the board, we have attempted to reward all staff across all levels, in recognition that everyone is working hard, with an extra day off during spring break, and a half day during fall break. We try to consult with Staff Congress on major issues and seek input and we did seek input on this.

**\*\*CONCERN (submitted 2/8/2019)\*\***

In looking at the Board of Regents Agenda Book from December 2018 on the website, there were only two staff members listed as receiving supplemental pay for teaching courses. Yet, there were more staff members who were being paid to teach, even those who were identified as fractionalized. I don't understand why the BOR book list did not include all who were receiving supplemental pay? How were the people selected who received supplemental? Why would they receive supplemental when their job description already includes teaching duties? Interesting that our staff regent is one of these people.

**RESPONSE (added from Human Resources):**

Only supplementals for employees in the EEO-1 (Executive/Administrative/Managerial) and EEO-2 (Faculty) categories are reported to the BOR. All actions for anyone in the EEO-1 category are reported. For those in the EEO-2 category (faculty), new hires are reported and only supplementals that involve "managerial duties". Faculty supplementals for regular grant work and extra teaching are not reported. With regard to those in the EEO-3 category (Professional/Non-Faculty), the only actions reported for this group are for employees holding non-classified positions, e.g. coaches, etc. The attached cover sheet is added for review and can be found in each BOR Meeting Book preceding the PAR Report. The date on the attachment changes for each Board meeting. The specifics for supplementals are addressed in #1, #2, and #3 of the attachment. All PARs, regardless of EEO category, are reported for #4 (discipline), #5 (leave of absences), #6 (sabbaticals), #7 (reassignments), and #8 (retirements).

The decision to shorten the PAR Report was made many years ago by the Board of Regents and to approve actions for only those at the highest levels as well as employees in the specific categories mentioned above. Approval of other actions was delegated to administration.

**(ATTACHED COVER SHEET)**

**BOR (XX-X-X)**

**RATIFY PERSONNEL ACTIONS March 28, 2019**

**Recommendation:**

That the Board ratify the Personnel Actions for the period November 15, 2018 through March 8, 2019.

**Background:**

Personnel Action Request Report includes actions related to:

- 1) full-time Faculty and Executive, Administrative and Managerial employees, excluding supplemental actions not listed under Item 3, below;
- 2) full-time non-classified Executive, Administrative and Managerial and Professional Staff positions (including supplemental actions);
- 3) supplemental actions for faculty acquiring managerial duties, excluding normal grant activities;
- 4) discipline;
- 5) leave of absences
- 6) sabbaticals
- 7) reassignments; and retirements

**\*\*CONCERN (submitted 3/1/2019)\*\***

What are the consequences if a person tests positive for nicotine on a random test?

**RESPONSE (from Harold Nally, Director of Human Resources):**

Positive Test: Employees testing positive for tobacco use will begin paying the tobacco user surcharge on the next available pay release.

**\*\*CONCERN (submitted 3/2/2019)\*\***

My concern is over the cleanliness of our campus, with all the loose trash laying around our buildings and parking lots. Such as bottles, cans, cups, and loose trash. I have never seen our campus look this dirty. In the past, we have had an individual or individuals that it was their responsibility to take care of the lots and around the buildings picking up these items. Do we not have these people anymore? With spring upon with many possible future students and parents visiting, do we not want to project a positive and clean campus as these people visit?

**RESPONSE (from Kim Oatman, Assistant VP, Facilities & Operations):**

Due to reductions in our Grounds crew we are having to change the way campus is cleaned. We are pulling staff from other FM Units to help out as needed, so we are still addressing the cleanliness of the campus, it just may take a little longer now than it used to. In April we will have a mowing contractor on board and that should help improve the timeliness of campus clean up. If there are specific areas of concern, we encourage faculty/staff to turn in work orders to FM.

**\*\*CONCERN (submitted 3/4/2019)\*\***

Is there a way to limit the number of Live Well emails we receive every week? Is there an option to opt out of receiving the email? This is not a program that I am participating in or are interested in and I would appreciate not receiving an email every week that is useless to me.

**RESPONSE (from Harold Nally, Director of Human Resources):**

First, many employees find the Live Well Program of great benefit and Human Resources is committed to keeping employees informed of these events and programs that are offered. We will continue to inform employees of this program in the future through all means possible so employees receive the maximum benefit. To address this employee's concern, we've ask IT to put together a one page tutorial on how to "Block a Mail Sender."

**Block a mail sender:**

As part of its filtering criteria, users can customize the filter to block or allow senders or different message types.

**Block a sender:**

When you no longer want to see messages from someone, you can block a sender.

- Right-click a message from the sender you want to block, and then click **Junk > Block Sender**.

The blocked person can still send you mail, but if anything from his or her email address makes it to your email account, it's immediately moved to the **Junk Email** folder.

It's a good idea to periodically review email messages identified as junk to make sure you're not missing important messages. If you later decide you want to unblock a sender, please click [here](#) for instructions.

**\*\*CONCERN (submitted 3/5/2019)\*\***

During the annual evaluation period, my concern is that I am not given the opportunity to evaluate my Dean. Can you please explain why staff are not given this opportunity?

**\*\*CONCERN (submitted 3/25/2019)\*\***

Will supervisors be required to be evaluated by their employees?

**\*\*CONCERN (submitted 3/26/2019)\*\***

I read in the last Staff Congress newsletter that Faculty Senate is working on an evaluation for Deans. Will staff within their units be included in the evaluation process? Recently Chairs were evaluated and staff were not included in the process.

**RESPONSE (from Harold Nally, Director of Human Resources):**

The Performance Management System that is in place does not formally address an employee's desire to evaluate other employees, including supervisors, deans etc. MSU utilizes a traditional feedback process that is entirely one way: a manger gives feedback to his or her direct reports and in turn the manager receives feedback from their supervisor. There are systems designed to formally provide feedback to supervisors from multiple perspectives, including direct reports. Our system is not designed as one of these 360 Assessments.

As I mentioned our system does not "formally" address the employee's desire to evaluate other employees, including supervisors and deans. However, when Human Resources implemented the new system last year, we encouraged supervisors to utilize this time to truly have open conversations and dialogue to explore ways to help their employees be successful. As part of that conversation, I would expect a supervisor to ask, "What can I do to help you be successful?"

**DISCUSSION:**

Harold Nally added the system used to evaluate employees does not work well as a way to evaluate supervisors or administration. Chair Purnell suggested that the issue be referred to Provost Albert since a review of deans would be overseen by his office. Representative Hunsucker pointed out that a vote of "no confidence" by the Staff Congress would not be appropriate for use in regards to a dean or department chair, as it is not the representative body's mission to evaluate the workings of any one department. Vice-Chair



Pace asked Dr. Tallichet of the Faculty Senate if staff in an academic department could be included in the Faculty Senate review of deans. Dr. Tallichet will look into this possibility.

**\*\*CONCERN (submitted 3/11/2019)\*\***

I've noticed since ADUC outer completion that the concrete repels water, even during the times when it has snowed, water just puddles up and even rolls on the sidewalks, I know that the steam system might have a roll in this but ALL of the sidewalks...are we testing a new anti-moisture spray on campus or was this a final coating during the curing process of the new concrete? I have seen area's in which salt was used but those spaces just have colored/cloudy water puddles? If we are can we add this to more areas?

**RESPONSE (from Kim Oatman, Assistant VP of Facilities & Operations):**

I think you are seeing the effects of the concrete sealer that was specified to be put down as a part of the ADUC project and yes portions are over the steam tunnel. The sealer is most effective on new concrete because the oils/dirt particles/debris has not taken hold in the pores of the concrete yet. I am not sure how well the sealer would work on old concrete, but I don't mind trying a small test section. We will have to thoroughly pressure wash the concrete surface before installing, so it may not be feasible to do large bodies of concrete. The sealer is also pretty expensive. It may be later in the summer before we can get to it so feel free to reach out to me again this summer about it.

**\*\*CONCERN (submitted 3/19/2019)\*\***

Why was MSU the only school at the OVC tournament without a president in attendance?

**RESPONSE (from President Morgan):**

Due to illness, the President was unable to attend.

**\*\*CONCERN (submitted 3/19/2019)\*\***

Is there someone an employee can contact in confidence when a supervisor is acting unethical?

**RESPONSE (from Harold Nally, Director of Human Resources):**

Yes, an employee has two main options to report unethical behavior. The employee can report such behavior to the Human Resources Office or through the "Red Flag Reporting" system. If the employee chooses to report such behavior directly to the Human Resources Office they should do so with a high degree of confidence that the issue will be looked into. In terms of providing anonymity to employees who report unethical behavior, the HR Office will act with the highest degree of confidentiality at all times but employees should understand that complete anonymity cannot be guaranteed. However, Human Resources should be notified if any form of retaliation is directed toward an employee from their supervisor for making a report. If retaliation should occur, appropriate action will be taken.

The employee's second option is to utilize the Red Flag Reporting system. An employee may report concerns safely, securely and anonymously 24/7 via a toll free number or an online submission form.

Contact info is:

[www.RedFlagReporting.com](http://www.RedFlagReporting.com)

1877-64-RedFlag (1-877-647-3335)

Client Code: 8005856781

**\*\*CONCERN (submitted 3/19/2019)\*\***

Isn't staff congress supposed to be the voice for MSU STAFF? If so, why is staff congress not posting past concerns? Word is that administration (no names included but we know who they are) are not allowing staff congress post concerns and comments. If this is in fact true (members of the bor have talked about it) then all

members on staff congress are no better than administration. MSU staff have no voice at all anymore. Shame on you for allowing administration control staff congress.

### **RESPONSE (from Clarissa Purnell, Chair of Staff Congress):**

Staff Congress posts all concerns that are submitted and received. When anonymous staff concerns are submitted, the Chair, Vice-Chair, Secretary and Staff Issues Committee Chair are forwarded the concern automatically through the web-based form on our website. This ensures internal checks and balances. To our knowledge, there have not been any concerns that were submitted and received that were not forwarded for response/resolution and subsequently published. If a concern was submitted through the web-based form and was not published in our newsletter, I can only assume it was not received/forwarded to the aforementioned Staff Congress officers due to a system failure. There is no truth to the statement that “administration...are not allowing staff congress [to] post concerns and comments.” The Staff Concerns form was initiated and implemented by Staff Congress as a means for staff to bring forth questions and concerns and to serve as a vehicle for two-way communication between staff and university leadership. If you know of a specific concern that was submitted but not published, please email me directly ([c.purnell@moreheadstate.edu](mailto:c.purnell@moreheadstate.edu)) ([staffcongress@moreheadstate.edu](mailto:staffcongress@moreheadstate.edu)) or submit the concern again.

### **DISCUSSION:**

Chair Purnell reiterated that no concerns submitted via the Staff Concerns anonymous submission link had been censored by either Staff Congress or by university administration. While obscenities and specific names have been redacted, concerns have always been forwarded and responded to by the appropriate individual. Vice-Chair Pace pointed out that Staff Congress has had to fight to keep the ability to collect and get responses for anonymous staff concerns.

## **Other Reports**

### ***Staff Regent Report:***

\****Staff Regent Dennis*** reported the Board of Regents (BOR) 3<sup>rd</sup> quarter meeting was called to order on Thursday, March 28, 2019. After employee, faculty, staff, and student recognition the BOR started the quarterly meeting.

The BOR reviewed, discussed, and voted to accept the ***Consent Agenda*** that included:

- a. Approval of minutes of the December 6, 2018 BOR meeting.
- b. Ratify personnel actions (3 new faculty hires, 8 reassignments, and 20 separations – 6 resignations and 14 retirements)

The board approved all items in the consent agenda after discussion and debate. Most discussion consisted of simple questions and no real concern.

The President then presented his ***recommendations for action***, which included:

- c. **Approved** – Tenure & rank promotions for faculty, faculty sabbaticals, and faculty-phased retirements.
- d. **Approved** - Revisions to Approved Personal Policy Pac-27 Tenure and Reappointment Review.
- e. **Accepted** - Second Quarter Financial Report and Amend Operating Budget (nothing out of the ordinary in these reports).
- f. **Approved** – Debt Restructuring of General Receipts Bonds, 2008 Series A (this extends the life of the loan but allows MSU to free up almost \$500,000.00 a year).

- g. **Approved** – 2019-2020 Tuition and Mandatory Student Fees and Student Housing Rental Rates. This includes:
1. Up to a 2.5 percent tuition rate increase for undergraduate resident, non-resident, and international students and approve a rate freeze for graduate tuition, mandatory student fees, and student housing rental rates effective for the fall 2019 semester.
  2. Student housing rental rates are established to remain competitive with other state universities and the local housing market with similar amenities. To continue to keep MSU housing as an affordable option for our students, a rate freeze of student housing rental rates is recommended for 2019-2020.
- h. **Approved** – Ratified the 2020 – 2026 Six-Year Capital Plan. (The specific projects are listed in the BOR agenda book on the BOR web site).
- i. **Approved** - Coach's contracts. (This is a standard yearly approval process.)
- j. **Ratified** - The constitutions of Staff Congress and SGA.
- k. **Approved** – Naming of Space within ADUC – Donation from Ron and Diane Cartee of \$200,000 for naming rights to the ADUC Theater.

### ***BOR REPORTS***

- a. **Preliminary Spring Enrollment Report – Tim Rhodes** – Told the BOR overall MSU is down in enrollment (especially graduate students) but we are trending for another good freshman (fall 2019) class.
- b. **Retention Report – Jill Ratliff** – Fall 2018 to spring 2019 retention is 87.8% compared to 87.6% from fall 2017 to spring 2018. URM retention is 85.2% compared to 92% from fall 2017 to spring 2018
- c. **Report on Personal Service Contracts – Dr. Morgan** – One personal service contract for more than \$10,000.00 - Belinda Hitch - Management of SOAR STEM program 1/10/19 7/30/19 - \$57,809.00
- d. **Architecture and Engineering Contracts – Kim Oatman** - Multiple & various projects – as needed - \$500,000.00 RFP Architecture and \$500,000.00 RFP Engineering for various possible small projects. This is not money that was spent, but available if needed\*).

### ***PRESIDENT'S REPORT***

President Morgan gave a summary of what was covered in the various reports but had no other information to share with the BOR.

### ***FUTURE BOR MEETINGS & EVENTS***

- Spring Commencement Programs, May 11, 10 a.m. and 2 p.m.
- Audit Committee Meeting, Thursday, May 16
- Work Session, Thursday, May 16
- Quarterly Meeting, Thursday, June 6

### ***Faculty Senate Report:***

\***Dr. Sue Tallichet** reported committee work continues on several issues: PAc 10, regarding faculty compensation, the method by which midterm and final grades will be entered - Blackboard or the Self-Service menu, as well as finding the appropriate tool for evaluation of deans.

### ***Human Resources Report: Harold Nally, Director of Human Resources***

\***Harold Nally** reported the Employee Appreciation Picnic will be on May 7 on the center lawn in front of ADUC. He also shared updates from the March 13 standing committee meeting: the Dupree Group gave their presentation on financial services and the UAR changes were discussed.

### ***Cabinet Report:***

\***Dr. Caroline Atkins** had nothing new to report.

#### **OLD BUSINESS:**

None.

#### **NEW BUSINESS:**

Committee Chair Savard-Hogge asked if Staff Congress could look into part-time employees being able to apply for internal job postings. Director Nally pointed out that policy dictates that part-time employees were not eligible and that they can only apply for external postings. Committee Chair Lynam expressed that part-time employees are a talent pool that departments cannot access, even if desired. A part-time employee may be highly desirable for their experience and knowledge of a job but could not be hired if the job is only posted internally.

CIO Howes encourages all employees to complete the cyber-security training. The email employees received about this was not a phishing scam. If completed by April 30, employees may help the university get a discounted rate on insurance. If employees have trouble accessing the training, they should reach out to IT for help.

## **CAMPUS ANNOUNCEMENTS**

- Monday, April 1: Advance Registration for summer and fall classes begins.
- Friday, April 5: Nominations for Staff Congress representatives are due.
- Friday, April 5: Last day to drop a full-term course or withdraw from school.
- Monday, April 8: Join the Campus Activities Board to watch the NCAA Championship game at 7:30 p.m. in the Prefontaine Pub.
- Tuesday, April 9: A screening of two films, “Stranger with a Camera” and “Hillbillies in Media and Culture”, will be in ADUC Ballrooms B and C at 6:00 p.m.
- Wednesday and Thursday, April 17 and 18: Staff should vote in this year’s Staff Congress representative elections using the link they receive in email.
- Friday and Saturday, April 19 and 20: Incoming students will visit campus for this year’s first SOAR events.
- Thursday, April 25: Bring the family and enjoy the President’s Spring Concert on the Lawn! Food and music will start at 5:00 p.m.
- Saturday, April 27: MSU’s annual Spring Gala will feature An Evening in Madrid theme with dinner, a show, and dancing.
- Monday, May 6: Final Exam Week begins.
- Monday, May 6: The next Staff Congress meeting will be in ADUC 326 at 1:00 p.m.
- Tuesday, May 7: The Employee Service and Recognition Picnic will be on the ADUC Center Lawn from 10:45 a.m. to 1:30 p.m. There will be burgers, hot dogs, and ice cream.
- Don’t forget to check [www.msueagles.com](http://www.msueagles.com) for other upcoming MSU athletic events.

**PLEASE CLICK HERE  
TO VIEW/REGISTER FOR  
THE LATEST  
PROFESSIONAL  
DEVELOPMENT  
OPPORTUNITIES**

**PLEASE CLICK HERE  
TO SUBMIT A  
STAFF SALUTE**

**PLEASE CLICK  
HERE  
TO SUBMIT A STAFF  
CONCERN**



# Here's the SCOOP!

**Morehead State University**

## **ANNUAL EMPLOYEE SERVICE AND RECOGNITION PICNIC**



Music provided  
by MSU groups  
and the Kentucky  
Center for  
Traditional Music



Be looking  
for Beaker!

### **Food:**

- Burgers/Veggie Burgers
- Hot Dogs
- Assorted Chips, Fruits and Veggies
- Lemonade & Water
- Ice Cream!

**Date: May 7, 2019**

**Place: Adron Doran University Center Lawn**

**Time: 10:45 a.m. to 1:30 p.m.**

**We appreciate all you do! Come join the fun and food at this year's Annual Employee Service and Recognition Picnic.**



In the event of rain, the picnic will be held in the Button Drill Room.